

FORM LM-30

LABOR ORGANIZATION OFFICER AND EMPLOYEE REPORT

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C 439 or 440

For Official Use Only

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READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number U - 10077	2. Fiscal Year Covered From 1 / 1 / 2004 Through: 12 / 31 / 2004
3. Name and address of person filing. Name Kenny L Maas P.O. Box, Bldg., Room No., if any Street 318 Prospect Avenue City Waterloo State Iowa ZIP Code + 4 50703	4. Name, file number, and address of labor organization. Name I.B.E.W. Local Union #288 Labor Organization File Number 009-641 P.O. Box, Building and Room Number, if any Street 1695 Burton Avenue City Waterloo State Iowa ZIP Code + 4 50703
5. Position in labor organization. Business Mgr./Financial Secretary	

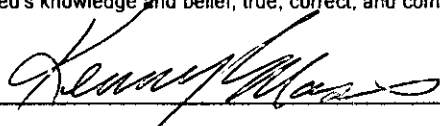
Enter appropriate data below if, during the past fiscal year, you or your spouse or minor child directly or indirectly had any of the following interests (except as specified in the exclusions set forth in the instructions):

A. Held an interest in, engaged in transactions (including loans) with, or derived income or other economic benefit of monetary value from an employer whose employees your organization represents or is actively seeking to represent.	
6. Name and address of Employer (including trade name, if any). Name Trade Name, if any: P.O. Box, Bldg., Room No., if any Street City State ZIP Code + 4	7.a. Nature of Interest, Transaction, or Income. 7.b. Amount.

Signature

15. Signature and verification. The undersigned declares, under penalty of Perjury and other applicable penalties of the law, that all of the information submitted in this report (including the information contained in any accompanying documents), has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See the section on penalties in the instructions.)

Signed



On **8/11/2005**

Date

319-233-8050

Telephone Number

Name of Person Filing Kenny Maas	File Number U-
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B. Held an interest in or derived income or economic benefit with monetary value from a business (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

8. Name and address of Business (including trade name, if any). Name Benefit Plan Administrators Trade Name, if any: P.O. Box, Bldg., Room No., if any P.O. Box 1951 Street City Fargo State North Dakota ZIP Code + 4 58107	9. Business deals with: <input type="checkbox"/> a. Labor Organization <input checked="" type="checkbox"/> b. Trust <input type="checkbox"/> c. Employer
10. If 9.b. or 9.c. is checked give trust or employer's name. Name Dakotas & Western Minnesota H&W Plan Trade Name, if any: P.O. Box, Bldg., Room No., if any P.O. Box 1951 Street City Fargo State North Dakota ZIP Code + 4 58107	11.a. Nature of such dealing. Benefit Plan Administrators is the plan administrators of the health and welfare trust. <hr/> 11.b. Approximate dollar value of such dealing. <hr/> 12.a. Nature of interest held or income received. May 18, 2004 trustees dinner and refreshments <hr/> 12.b. Amount. \$66

C. Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value.

13.a. Name and address of Employer or Labor Relations Consultant (including trade name, if any). Name Trade Name, if any: P.O. Box, Bldg., Room No., if any Street City State ZIP Code + 4	14.a. Nature of payment.
13.b. Is the Business an Employer <input type="checkbox"/> or Consultant <input type="checkbox"/> ?	14.b. Amount of payment.

Name of Person Filing Kenny Maas	File Number U-
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Part B Continuation Page

B. Held an interest in or derived income or economic benefit with monetary value from a business (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

<p>8. Name and address of Business (including trade name, if any).</p> <p>Name McGrann Shea Anderson Chartered</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 800 Nicollet Mall</p> <p>City Minneapolis</p> <p>State Minnesota ZIP Code + 4 55402</p>	<p>9. Business deals with</p> <p><input type="checkbox"/> a. Labor Organization</p> <p><input checked="" type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name Dakotas & Western Minnesota H&W Plan</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any P.O. Box 1951</p> <p>Street</p> <p>City Fargo</p> <p>State North Dakota ZIP Code + 4 58107</p>	<p>11.a. Nature of such dealing.</p> <p>The McGrann Shea Anderson Carnival Straughn and Lamb firm is the legal counsel for the health and welfare trust.</p>
	<p>11.b. Approximate dollar value of such dealing.</p>
	<p>12.a. Nature of interest held or income received.</p> <p>Trustee dinner and refreshments on August 9, 2004</p> <p>12.b. Amount. \$60</p>

Name of Person Filing Kenny Maas	File Number U-
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Part B Continuation Page

B. Held an interest in or derived income or economic benefit with monetary value **from a business** (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

<p>8. Name and address of Business (including trade name, if any).</p> <p>Name Chartwell Benefits Consulting</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 601 Carlson Parkway, Suite 1050</p> <p>City Minnetonka</p> <p>State Minnesota ZIP Code + 4 55305</p>	<p>9. Business deals with</p> <p><input type="checkbox"/> a. Labor Organization</p> <p><input checked="" type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name Dakotas & Western Minnesota H&W Plan</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any P.O. Box 1951</p> <p>Street</p> <p>City Fargo</p> <p>State North Dakota ZIP Code + 4 58107</p>	<p>11.a. Nature of such dealing.</p> <p>Chartwell Benefits Consulting is the financial consulting firm for the health and welfare trust.</p>
	<p>11.b. Approximate dollar value of such dealing.</p>
	<p>12.a. Nature of interest held or income received.</p> <p>Two trustee dinners with refreshments on February 10, 2004 and on August 10, 2004</p> <p>12.b. Amount. \$129</p>

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Part B Continuation Page

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<p>8. Name and address of Business (including trade name, if any).</p> <p>Name Principal Financial Group</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any P.O. Box 9397</p> <p>Street 710 9th Street</p> <p>City Des Moines</p> <p>State Iowa ZIP Code + 4 50309-1502</p>	<p>9. Business deals with:</p> <p><input type="checkbox"/> a. Labor Organization</p> <p><input checked="" type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name IBEW Local 288 Retirement & 401(k) Plan</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1695 Burton Avenue</p> <p>City Waterloo</p> <p>State Iowa ZIP Code + 4 50703</p>	<p>11.a. Nature of such dealing.</p> <p>Principal Financial is the investment firm which holds the retirement trust investments for the individual participants in the IBEW Local 288 retirement plan.</p>
	<p>11.b. Approximate dollar value of such dealing.</p>
	<p>12.a. Nature of interest held or income received.</p> <p>One round of golf on September 26, 2004</p> <p>12.b. Amount. \$75</p>